



# Tiered Licensure

July 29, 2014



# Obtaining Residency Certificate

- Institutional recommendation from a College of Education:
  - A performance evaluation with basic or higher ratings in all 22 components of the Idaho state evaluation framework
  - Individualized Learning Plan
  - Student Learning Objectives or Measurable Student Achievement



# Residency Certificate

- 3 year non-renewable certificate
- Professional Development in Years 1-3 includes:
  - Year 1 – intensive mentoring (paid from leadership premium pool)
  - Year 2 – mentoring at a lesser level (paid from leadership pool)
  - Year 3 – independent practice



# Qualification for Professional Certificate

- Teacher can apply after year 3 if he/she meets the following criteria:
  - For 2 of 3 years, including the final year prior to applying:
    - Demonstrated teaching proficiency on the Idaho state performance evaluation framework. Specifically, must meet following criteria for 2 of 3 years, including the final year prior to applying
    - Must have 16 or more state performance evaluation elements marked as Proficient or higher
    - No more than 6 elements marked as Basic
      - No more than 2 elements marked as Basic in Domain 1 or 4
      - No more than 1 element marked as Basic in Domain 2 or 3
    - No elements marked as Unsatisfactory
    - Increased Student Achievement/Growth (as defined in Appendix \_\_)
    - Annual Individualized Professional Learning Plan (framework developed at district level with based on identified areas of growth from the annual evaluation)



# Contingencies

- If a teacher cannot meet the criteria to qualify for Professional Certificate within 3 years, he/she has the opportunity to return to a higher education institution for instruction in the area of non-proficiency. The teacher would not be certificated during this time period.
- If successful in completing the higher education instruction, the teacher can re-apply for a Residency Certificate.
- A teacher would not be eligible for a continuing contract until he/she qualifies for the Professional Certificate.



# Professional Certificate Renewal

- 5 year renewal
- Obtain 6 credits from approved institution
- For 3 of 5 years, one of which must be the 4th or 5th years, achieve the following:
  - Demonstrated teaching proficiency on the Idaho state performance evaluation:
    - Must have 18 or more elements marked as Proficient on performance evaluation
    - No more than 4 elements marked as Basic
      - No more than 2 elements marked as Basic in Domain 1 or 4
      - No more than 1 element marked as Basic in Domain 2 or 3
    - No elements marked as Unsatisfactory
  - Increased Student Achievement/Growth
- Annual Individualized Professional Learning Plan (framework developed at district level with based on identified areas of growth from the annual evaluation)



# Contingencies

- If a teacher does not meet these criteria, he/she is moved to a Contingent Professional Certificate.
  - The teacher will be placed on an improvement plan. The improvement plan will include peer assistance and, if appropriate, intervention courses from higher education institutions.
  - Contingent status on Professional Certificate removed once Professional Certificate renewal requirements are satisfied.



# Additional Professional Certificate Provisions

- Any teacher with Contingent Professional Certificate is not eligible for a leadership award.
- Any teacher with Contingent Professional Certificate is not eligible to move to Master Professional Certificate at next renewal.





# Qualification for Master Professional Certificate

- 5 year renewable
- Obtain 6 credits from approved institution
- A minimum of 8 years teaching experience as certificated employee, the last 5 of which must be with standard Professional Certificate
- For 3 of 5 years, one of which must be the 4th or 5th years, must achieve the following:
  - Student achievement/growth
    - 60 percent of students must meet or exceed their growth targets
  - Demonstrated Teacher Proficiency on the Idaho state performance evaluation framework:
    - No elements marked as basic
    - No less than 6 distinguished ratings
      - 4 out of the six must be in Domains 2 and 3



# Qualification for Master Professional Certificate (Continued)

- For last 5 years:
  - No District Performance Improvement Plan or Probation
  - No elements marked as Unsatisfactory on state performance evaluation
  - Annual Individualized Professional Learning Plan (framework developed at district level with based on identified areas of growth from the annual evaluation)



# Additional Master Professional Provisions

- Upon renewal, individuals who cannot meet Master Professional Certificate requirements will be granted a standard Professional Certificate.
- Upon renewal, individuals who cannot meet Master Professional or standard Professional Certificate requirements will be granted a Contingent Professional Certificate, and will be subject to the requirements associated with that certificate.
- Contingent status will be removed once standard Professional Certificate renewal requirements are satisfied.



# Summative Evaluations

- Summative evaluations based on Idaho state performance evaluation framework must include observations completed by two observers who have proof of proficiency in evaluating teacher performance as stated in IDAPA 08.02.02.121.05.c.



# Certification Appeal Process

- Appeals regarding certification will be conducted by the Professional Standards Commission
- Appeals are made at the time of renewal or new certification
- Only the process as it applies to certification/recertification is appealable



# Out-of-State Teachers

- Deferred to subcommittee
- Discussion included:
  - Interim certificate
  - Movement from Interim Certificate to Professional or Master Professional Certificate
  - Proof of performance to meet applicable certificate requirements
  - Teachers with fewer than three years experience could apply for a Professional Certificate
  - Process must maintain the integrity of Idaho's system and not undermine Idaho teachers



# Out-of-State Teachers

- Less than 3 year experience:
  - 3 Year Interim Certificate (non-renewable)
    - Must meet proficiency and student achievement/growth requirements for moving from Residency Certificate to Professional Certificate
    - May provide proof of meeting requirements through evidence of comparable experience proficiency and student growth out-of-state
    - May move once they can show evidence of meeting comparable Professional Certificate requirements and have met at least one year of proficiency and student growth requirements in Idaho
      - If not achieved Interim Certificate expires and are subject to the same provisions of failure to meet Professional Certificate requirements



# Out-of-State Teachers

- 3 or more years experience:
  - 3 Year Interim Certificate (non-renewable)
    - Must meet proficiency and student achievement/growth requirements for moving from Residency Certificate to Professional Certificate
    - May provide proof of meeting requirements through evidence of comparable experience proficiency and student growth out-of-state
    - May move once they can show evidence of meeting comparable Professional Certificate requirements and have met at least one year of proficiency and student growth requirements in Idaho
      - If not achieved Interim Certificate expires and are subject to the same provisions of failure to meet Professional Certificate requirements





# Out-of-State Teachers

- More than 7 years experience:
  - 3 Year Interim Master Professional Certificate (non-renewable)
    - Must show proof of meeting Master Professional Certificate proficiency and student growth requirements through comparable out-of-state experience and evidence
    - Must meet proficiency and student achievement requirements in 2 of 3 years to move to Master Professional Certificate



# Leave of Absence (Professional Cert.s)

- Teachers who are granted a district approved leave of absence for 1 or more years (may include leave based on district appointed position other than teaching) may receive a maximum 1 year extension to renewal time frame
- Teacher notifies Certification Department that they have an approved leave of absence from school district



# Inactive Status

- Applies to certificate holders who are no longer in the classroom
- During inactive status, must maintain credit renewal requirement
- Must complete prescribed courses prior to returning to active status
- Upon return to active status, placed at year 1 of standard Professional Certificate, provided any contingencies applicable at the time the individual became inactive shall apply upon reactivation.
- Must apply for inactive certificate status prior to or at the time of current certificate renewal.



# Exceptional Child Certification Teacher/Librarian Endorsement Gifted and Talented Certification

- Teachers with above certifications and endorsements participate in the tiered licensure model



# Pupil Personnel Services Certification

- Includes Nurses, Audiologists, Psychologist's, etc. (IDAPA 08.02.02.027)
- Separate from teachers for purposes of evaluation and funding
- Reclassify as “School Support Specialists”?
- Could include IT, purchasing agents, fiscal agents, other specialty and classified administrative personnel